

PROPOSED REMARKS
FOR
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DIRECTOR OF CENTRAL INTELLIGENCE
AT THE
AGENCY RECRUITERS' CONFERENCE
JUNE 7, 1988

IT IS A PLEASURE TO MEET WITH YOU THIS MORNING.

I HAVE BEEN HERE JUST OVER A YEAR NOW AND I HAVE BEEN MOST IMPRESSED WITH THE DEDICATION, TALENT, AND RESOURCEFULNESS OF THE PEOPLE WHO WORK FOR THIS AGENCY.

WHEN I SPEAK TO PUBLIC GROUPS, I FREQUENTLY MAKE THE POINT THAT THE CHALLENGES WE FACE -- INCLUDING TERRORISM, NARCOTICS, AND VERIFYING ARMS AGREEMENTS -- MEAN THAT WE MUST ATTRACT TOP PEOPLE INTO INTELLIGENCE. THE FACT THAT OVER 100,000 MEN AND WOMEN EXPRESSED INTEREST IN WORKING FOR THE CENTRAL INTELLIGENCE AGENCY LAST YEAR IS NO ACCIDENT. YOU, AS RECRUITERS, HAVE DONE A SUPERB JOB OF ATTRACTING TALENTED PEOPLE TO THIS AGENCY.

I BELIEVE YOUR SUCCESS IN THE FIELD IS VITAL TO THIS AGENCY'S MISSION. IN MOST INSTANCES YOU ARE THE FIRST CIA PERSON AN APPLICANT SEES, AND FIRST IMPRESSIONS OF AND ACCURATE INFORMATION ABOUT THE AGENCY USUALLY COME FROM YOU.

I'D LIKE TO ADD MY PERSONAL CONGRATULATIONS ON THE MERITORIOUS
UNIT CITATION YOU AND YOUR COLLEAGUES RECEIVED YESTERDAY. AND I
STAT JOIN YOU IN PRAYING FOR RECOVERY.

DURING THE PAST COUPLE OF YEARS, YOU HAVE HAD TO CONTEND WITH
SOME VERY EFFECTIVELY ORGANIZED ANTI-CIA DEMONSTRATIONS ON MANY OF
THE CAMPUSES YOU VISIT. BY ALL REPORTS YOU HAVE HANDLED THESE
EXTREMELY SENSITIVE AND, AT TIMES, VOLATILE SITUATIONS WITH A
MATURITY AND APLOMB THAT HAVE ONLY BROUGHT CREDIT TO US AS AN AGENCY
AND TO YOU AS INDIVIDUALS.

UNFORTUNATELY, THESE DEMONSTRATIONS ARE NOT LIKELY TO STOP OR
EVEN ABATE OVER THE NEXT YEAR. AS YOU WELL KNOW, THERE ARE GROUPS
AND INDIVIDUALS OUT THERE WHO WOULD LIKE TO SEE THIS AGENCY
DISMANTLED. BECAUSE THEY CAN'T ACHIEVE THEIR AIMS THROUGH RATIONAL
DEBATE, THEY ARE ATTEMPTING TO UNDERMINE OUR EFFORTS TO BRING BRIGHT
YOUNG PEOPLE INTO THE AGENCY BY DISRUPTING OUR RECRUITMENT
ACTIVITIES. WE WILL NOT LET THEM SUCCEED.

STAT

IN MY TALKS WITH OUTSIDE GROUPS, I HAVE EMPHASIZED THAT IN THIS ORGANIZATION, OUR ACTIVITIES MUST BE GOVERNED BY CERTAIN KINDS OF PRINCIPLES-- PRINCIPLES WITH WHICH THE PUBLIC IS COMFORTABLE. OUR ACTIONS MUST NOT PUT US AFOUL OF OUR CONSTITUTION AND OUR LAWS. AMERICANS, ABOVE ALL, NEED TO BELIEVE THAT THE INSTITUTIONS AND LAWS OF THIS COUNTRY ARE WORKING FOR THEM -- NOT AGAINST THEM. THEY NEED TO BELIEVE THAT THE LAWS ARE APPLIED FAIRLY AND CONSISTENTLY, AND THAT GOVERNMENT IS RESPONSIVE, ACCOUNTABLE, AND NOT ABOVE THE LAW.

I AM WORKING WITH YOU TO BUILD THE PUBLIC TRUST IN THIS ORGANIZATION THAT IS ESSENTIAL TO US ALL. AND WE HAVE MADE A NUMBER

OF INTERNAL MANAGEMENT IMPROVEMENTS IN THE PAST YEAR WHICH SHOULD
HELP US. THESE INCLUDE NEW GUIDELINES FOR INTERNAL MONITORING AND

STAT

NEW GUIDELINES FOR THOSE IN CIA WHO
TESTIFY BEFORE CONGRESS, AND NEW GUIDELINES FOR FORMULATING
INTELLIGENCE ASSESSMENTS WITHOUT POLITICAL BIASES. I HAVE ALSO
STRENGTHENED THE INSPECTOR GENERAL'S OFFICE BY BRINGING IN OUR MOST
TALENTED SENIOR LEVEL INTELLIGENCE OFFICERS FROM THROUGHOUT THE
AGENCY TO SERVE ON THE INSPECTOR GENERAL'S STAFF AND MAKING IT A KEY
TO FURTHER ADVANCEMENT.

ANOTHER PRIORITY I HAVE SET IS INCREASING THE NUMBER OF
MINORITIES AT THE AGENCY, PARTICULARLY IN OUR PROFESSIONAL RANKS.
THE AGENCY IS NOW PUTTING TOGETHER A MULTI-YEAR PLAN TO ENSURE THAT
MORE MINORITIES ARE HIRED AND THAT THEY ARE GIVEN EQUAL ACCESS TO
PROMOTIONS AND OPPORTUNITIES. YOU AND YOUR COLLEAGUES MUST FIND THE
MOST TALENTED MINORITY CANDIDATES THAT YOU CAN IN WHAT I KNOW IS A
VERY COMPETITIVE SITUATION.

STAT I AM IMPRESSED BY THE NUMBER AND QUALITY OF SCHOLARS YOU HAVE
LOCATED FOR THE STOKES PROGRAM. LAST YEAR, [] YOUNG MINORITY
STUDENTS WERE PLACED IN THIS PROGRAM. THIS YEAR, OVER 250 MINORITY
STUDENTS APPLIED FOR THE PROGRAM -- DOUBLE THAT OF LAST YEAR. OF
STAT THESE, I HEAR THAT [] HAVE BEEN PLACED IN PROCESSING. I AM ALSO
TOLD THAT THE AVERAGE TEST SCORES AND HIGH SCHOOL GRADES OF THIS
YEAR'S FINALISTS ARE SIGNIFICANTLY HIGHER THAN THOSE OF LAST YEAR'S
CANDIDATES.¹

I AM ENCOURAGED BY YOUR SUCCESSES IN RECRUITING MORE YOUNG
PEOPLE FOR THE AGENCY CO-OP PROGRAM AND THE MINORITY UNDERGRADUATE
PROGRAM. THE NUMBER OF CO-OPS HAS SUBSTANTIALLY INCREASED, AS HAS
THE NUMBER OF STUDENTS IN THE MINORITY UNDERGRADUATE PROGRAM.²

NOT LONG AGO, I SPOKE TO A GROUP OF COLLEGE DEANS WE HAD INVITED
TO THE AGENCY FOR A DAY-LONG DEAN'S DAY PROGRAM. THEY WERE CANDID,
AND ASKED EXCELLENT QUESTIONS. ^{with} [AND I BELIEVE THEY LEFT SATISFIED
a good impression of the CIA.
~~THAT WE WERE NOT UNPRINCIPLED EXTREMISTS, EXTORTIONISTS, NOR WERE WE
THE NEW "EVIL EMPIRE."~~]

BUILDING PUBLIC SUPPORT AND ATTRACTING THOSE WHO CAN HELP US IS
OF PARAMOUNT IMPORTANCE. WHAT YOU DO IS VITAL TO OUR MISSION, AND I
DEPEND UPON YOU TO KEEP UP THE GOOD WORK.

~~SECRET~~

FOOTNOTES

1 The Stokes Program, which was initiated as a result of legislation initiated by Rep. Louis Stokes, is formerly known as the Undergraduate Scholar Program. The program allows CIA to pay for the college education of minority students who are pursuing degrees in areas of critical need to the Agency. Enrollees in the program are employees; they receive a salary and other benefits year round, plus room and board, tuition and books, and travel expenses. During the summer months, they are employed by Agency offices in assignments commensurate with their educational experience and background.

25X1 Last fall, [] young minority students were placed in the program. This year, over 250 minority students applied for the fall, 1988 program -- double the number of applicants last year. [] have been placed in processing.

25X1 Of the [] students placed in the program last fall, the average GPA was 3.5 (out of 4.0) and the average combined SAT score was 1050. Of the [] in processing this year, the average GPA is 3.8 (out of 4.0) and the average combined SAT score is 1150.

25X1 Information on the Stokes Program was provided by [] head of the Recruitment Division of the Agency's Office of Personnel.

2 The Agency's Co-op Program engages students in work assignments on alternating semesters or quarters during their school years. The numbers of students in the program over the last three years are as follows:

25X1
FY 86 []
FY 87 []
FY 88 []

The Minority Undergraduate Program, which is separate from the Stokes Program, attracts college participants who are involved in substantive work assignments during the summer months between school years. The numbers of students in the Minority Undergraduate Program over the last three years are as follows:

25X1
FY 86 []
FY 87 []
FY 88 []

25X1 This information was also provided by []

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